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Supervisory Logistics Management Specialist, YC – 0313 - 2

Objective 1, Supervisory Objective

Execute the full range of human resources (including performance management as outlined in DoD 1400.25M, SC1940.5.7.4) and fiscal responsibilities within established timelines and in accordance with applicable regulations. Adhere to merit principles. Develop a vision for the work unit: align performance expectations with organizational goals. Maintain a safe work environment and promptly address allegations of noncompliance. Ensure EEO/EO principles are adhered to throughout the organization. Ensure continuing application of, and compliance with, applicable laws, regulations and policies governing prohibited personnel practices; promptly address allegations of prohibited discrimination, harassment, and retaliation. 20%

Performance Measurement: No additional measures noted to those above.

Contributing Factors: Communication, Leadership.

Relevant Mission Alignment: Goal # 1.

Objective 2, Continuous Logistics Programs Oversight (Tactical Over-watch of Business Operations)

As required, reviews, analyzes and evaluates current or projected logistics programs (BASOPS maintenance, supply and services) to determine their overall effectiveness in achieving full logistical support operations, and their compliance with applicable laws, regulations, agreements and policies. Coordinates with representatives of IMCOM-EURO Garrisons, USAREUR and other DoD components in developing, monitoring and evaluating joint logistics programs. Based on these reviews, program enhancements are developed and tasked in a timely manner per published IMCOM/DA guidance. 20%

Performance Measurement: Management Control Checklist in place; deficiencies corrected (including BMC/SMC LFOA elements). 100% compliance with DA/IMCOM guidance. Programs meet statutory and regulatory guidance and MOAs and Interservice Support Agreements are in place. Work year execution within 95% for appropriate programs.

Contributing Factors: Communication, Cooperation and Teamwork

Relevant Mission Alignment: Goal # 3

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Objective 3, Continuous Oversight of Logistics Policy/Guidance

As required based on taskers and suspenses, develops, refines, analyzes and issues logistics policy/guidance to support specific missions/programs. Accomplishment of this objective requires completion by the suspense date of the tasker with minimal errors (no more than 10% error rate). This is to be done in coordination with representatives of IMCOM and USAREUR and EUCOM Headquarters components and organizations concerning precedent-setting, controversial, sensitive and/or complex issues and their impact or potential impact on military requirements and functions. 30%

Performance Measurement: Logistics vision/direction articulated and reinforced. Required staff training completed. 100% compliance with DA/IMCOM budget guidance.

Contributing Factors: Technical Proficiency and Communication

Relevant Mission Alignment: Goal # 2

Objective 4, Ongoing Review of Policy and Procedure (Strategic Oversight/Development of Business Operations)

As required, monitors and reviews policy and procedural information, identifying problems and initiating cost-effective alternatives to current policies and programs using current metrics of evaluating cost effectiveness. Provide documentation of such reviews and cost-savings within supervisor determined suspense date. Documents problems and provides estimates of alternative logistical programs within supervisor determined suspense date. As required, includes the development of metrics to measure effectiveness. 30%

Performance Measures: Planned, developed and new business processes achieve cost savings and/or improved customer service. Employ Lean Six Sigma when appropriate to include JDI (Just Do It) techniques. Processes meet statutory/regulatory guidance.

Contributing Factor: Critical Thinking and Resource Management

Relevant Mission Alignment: Goal # 2